



Priority Placement Program (PPP)

References: DoD Directive 1400.20, "DoD Program for Stability of Civilian Employment," DoD 1400.25-M, Civilian Personnel Manual, Subchapter 1800, "DoD Priority Placement Program," DoD Priority Placement Program (PPP) Operations Manual

The Priority Placement Program (PPP) enables eligible displaced employees to receive mandatory placement rights for Department of Defense (DoD) jobs within their selected geographic area of availability. The PPP, which is widely recognized as the most effective program of its kind in the Federal Government, serves to reduce the adverse effects of reduction in force (RIF), transfer of function, and base realignment and closure (BRAC), and assists the Department of Defense in retaining its skilled employees.

If you're serving on a permanent appointment, you may be eligible to register in the PPP if you're being involuntarily separated or demoted through no fault of your own. Assuming you meet the basic eligibility requirements, you may register when you receive a specific written notice of separation or demotion. If you're being affected by RIF, your commander or activity head has the authority to approve registration up to 1 year prior to the RIF effective date, provided that the circumstances allow for early registration. The commander or activity head may also obtain approval for up to 1 additional year of early registration, but this is normally granted only for closing installations.

To be eligible for a specific vacancy, you must be well qualified for the position. "Well qualified" means you're able to successfully perform all required duties after a reasonable orientation period and without any significant training.

There are three priority levels in the PPP, and each priority reflects the severity of the specific displacement action. The highest priority (Priority 1) is for employees being separated by RIF without a job offer. Other employees are registered with lower priorities. When you're referred through the PPP, your priority will determine whether the recruiting agency can fill the job from non-PPP sources. Your priority will also determine the order in which offers are made if more than one PPP registrant is referred.

If you accept a PPP offer from a DoD installation outside of your commuting area, the Department will reimburse your moving expenses based on the provisions of the DoD Joint Travel Regulations, Volume 2. However, you may only register for jobs in other areas if you're being separated due to RIF or as a result of declining relocation outside of your commuting area. If you decline relocation outside your commuting area, you can only register for areas that are closer than the location of the position you declined.

Your supporting human resources office can advise you regarding your PPP eligibility.